




# SUPERVISORY BORDER PATROL AGENT - DEPUTY PATROL AGENT IN CHARGE (DPAIC) - NOT TO EXCEED 3 YEARS


## CUSTOMS AND BORDER PROTECTION

4 vacancies in the following locations:

-  El Centro, CA
-  Freer, TX
-  Laredo, TX

Work Schedule is Full Time -  
Temporary Promotion NTE 3 years

Opened Monday 5/5/2014  
(862 day(s) ago)

 Closed Friday 5/16/2014  
(851 day(s) ago)

### Salary Range

\$97,657.00 to \$126,949.00 / Per Year

### Series & Grade

GS-1896-14/14

### Promotion Potential

14

### Supervisory Status

Yes

### Who May Apply

Current U.S. Customs and Border Protection employees, within the Office of Border Patrol, with competitive status

### Control Number

368514900

### Job Announcement Number

MHCBPMP-1108746-RYH

## Job Summary

### *Customs & Border Protection (CBP): Securing America's Borders*

**Not to Exceed (NTE) 3 Years:** This position will be filled on a temporary basis NTE three years. Before the end of the third year of this temporary promotion/reassignment, a decision will be made by management to determine whether (1) the incumbent will return to the same or similar position and to the previous grade held prior to this temporary promotion/reassignment; or (2) the incumbent will be permanently promoted/reassigned without further competition. If this option is exercised, the incumbent will no longer have return rights as stated in option (1) above.

Do you desire to protect American interests and secure our Nation while building a meaningful and rewarding career? If so, the Department of Homeland Security (DHS) is calling. DHS components work collectively to prevent terrorism, secure borders, enforce and administer immigration laws, safeguard cyberspace and ensure resiliency to disasters. The vitality and magnitude of this mission is achieved by a diverse workforce spanning hundreds of occupations. Make an impact; join DHS.

Discover a challenging and rewarding career in CBP, the sole organization responsible for securing the nation's borders. At U.S. Customs and Border Protection, we:

- Screen passengers, vehicles, and shipments entering our country
- Seize illegal narcotics, vehicles, and agricultural products
- Prevent unauthorized entry into the country
- Rescue individuals who fall into dangerous conditions traversing our border

For more information about CBP's mission, activities, and careers, please see <http://www.cbp.gov>. This position will allow you to use your expertise to prevent the illegal entry of aliens into the United States by land, water, or air and to seek out and apprehend smugglers or aliens who are in the United States illegally. The salary for this position starts at \$97,657.00 (GS-14). Apply for this exciting opportunity to strengthen the Department's ability to protect the homeland.

### Who May Apply:

- Current U.S. Customs and Border Protection employees, within the Office of Border Patrol, with competitive status
- For definitions of terms found in this announcement, please see [http://www.dhs.gov/xabout/careers/gc\\_1303762131481.shtm](http://www.dhs.gov/xabout/careers/gc_1303762131481.shtm)

**Organizational Location:** This position is located within U.S. Customs and Border Protection, Office of Border Patrol, within the following locations:

- El Centro Sector, El Centro Station, El Centro, California
- Laredo Sector, Laredo North Station, Laredo, Texas
- Laredo Sector, Laredo South Station, Laredo, TX
- Laredo Sector, Freer Station, Freer, TX

One or more selections may be made using this job opportunity announcement.

## Duties

As a second-line Supervisory Border Patrol Agent you will serve as a **secondary** law enforcement officer (under 5 U.S.C. 8331 (6C) and 8412 (d) and be responsible for:

Directing assignments of subordinate supervisors that perform all first-line Supervisory Border Patrol functions, station operations, and specialized units

Managing, directing, and coordinating activities aimed at preventing the illegal entry of aliens into the United States by land, water, or air

Enforcing the criminal provisions of the Immigration and Nationality laws

Normal supervisory functions, including providing policy guidance, resolving disciplinary problems, and preparing annual performance appraisals

## Travel Required

- Occasional Travel
- Overnight travel may be required on a regular and recurring basis

## Relocation Authorized

- Yes
- Lump sum authorization will be paid for eligible employees

## Key Requirements

- You must be a U.S. Citizen to apply for this position
- You may be required to pass a background investigation and/or polygraph
- Males born after 12/31/1959 must be registered with Selective Service
- You must be able to meet job-related medical and/or fitness standards
- You may be required to pass initial and random drug testing

## Qualifications

**Basic Qualification Requirements:** The basic qualification requirements include experience in law enforcement or other responsible work that demonstrates the ability to make arrests and exercise sound judgment in the use of firearms; to deal effectively with individuals or persons in a courteous, tactful manner; and to analyze information rapidly and make prompt decisions. **ANDGS-14:** You qualify at the GS-14 level if you meet the basic qualification requirements and possess one year of specialized experience, which includes providing technical and administrative direction and oversight for all Border Patrol

related functions within an assigned area. This involves providing subordinate supervisors with policy guidance and direction, maintaining effective communications with the workforce, and fostering ethical conduct in the work place. **Language Requirement:** Must be proficient in the Spanish language (i.e., able to speak and read in Spanish).

You must:

- Meet all qualification requirements, subject to verification at any stage of the application process; and
- Meet all applicable Time in Grade requirements (current Federal employees must have served 52 weeks at the next lower grade or equivalent grade band in the Federal service) by Friday, May 16, 2014.

This is a Non-Bargaining Unit Status Position. **Mobility Agreement:** Applicants who are selected will be required to sign a mobility agreement if permanently promoted/reassigned.

#### **Promotion Eligibility Rules as of October 1, 2013 (Directive No. 51332-022B):**

- Candidates for this GS-14 supervisory/managerial position must have served one year in a permanent or temporary supervisory or managerial second-line GS-13 or higher position, or one year in a permanent or temporary GS-14 Watch Commander position, or one year in a permanent or temporary GS-14 Training Operation Supervisor position. Experience in these positions may be cumulative to meet the one-year requirement.
- The above requirement does not apply if you currently hold or previously held a permanent supervisory or managerial GS-14 or higher position other than Watch Commander and Training Operations Supervisor.

**Firearms Requirement:** You will be required to carry a firearm while on duty. Anyone who has been convicted of a misdemeanor crime of domestic violence cannot lawfully possess a firearm or ammunition (Title 18, U.S.C. Section 922 (g) (9)). Candidates will be required to certify whether they have ever been convicted of such an offense. **Motor Vehicle**

**Operation:** You must have a valid automobile driver's license at the time of appointment. **Shift work:** You will be required to perform work on a shift and rotational basis. **Overtime:** You must be readily available to work overtime on an scheduled or unscheduled basis in excess of the 40-hour work week. **Uniforms:** This position requires you to wear an officially-approved uniform while in duty status. **Security Clearance:** You may be required to obtain a Secret or higher level clearance for this position.

You will be asked to identify the sections of your resume that correspond to experiences you report in the assessment questionnaire for the following questions:

- Indicate the extent of your experience in supporting and implementing changes in policies, procedures, and organizational structure.
- Indicate the extent of your experience in analyzing information to identify potential threats or challenges in a Station's area of responsibility.
- Indicate the extent of your experience in handling or supervising critical incidents, emergency situations, or activities resulting from changes in national threat levels.
- What is your experience in developing Station policies and guidelines?
- Indicate the extent of your experience in defusing potentially volatile/difficult situations.

### **Security Clearance**

Q - Sensitive

### **What To Expect Next**

Once the job opportunity announcement has closed, we will assess your experience and training, identify the best qualified applicants, and refer those applications to the hiring manager for further consideration and interviews. You will be notified by email after each of these steps has been completed. Stay informed of changes to your application status by signing up for automatic email alerts at: <https://my.usajobs.gov/Account/NotificationSettings.aspx>. If you are referred, you will

receive a final notification of the disposition of the announcement. We expect to make a tentative job offer within 60 days after the close of the announcement. If you are selected, we may conduct a suitability/security background investigation.

## BENEFITS

DHS offers competitive starting salaries and an attractive benefits package, including: health insurance, Thrift Savings Plan (similar to a 401(k)), Flexible Spending Account, retirement plan, life and long-term care insurance, Employee Assistance Program, personal leave days and paid federal holidays. Other benefits may include: flexible work schedules, telework, tuition reimbursement, transportation subsidies, uniform allowance, health and wellness programs, and fitness centers. DHS is committed to employee development and offers a variety of employee training and development opportunities. For more information, please go to [www.dhs.gov/careers](http://www.dhs.gov/careers) and select "Benefits".

**Law Enforcement Retirement:** This position meets the eligibility criteria for law enforcement retirement. For more information on required years of service and retirement age click on this link:

[http://cbpnet/xp/cbpnet/hrm/hr\\_prof/staffing/maximum\\_age.xml](http://cbpnet/xp/cbpnet/hrm/hr_prof/staffing/maximum_age.xml)

For further information on when an employee continues or discontinues coverage under the special retirement system for law enforcement officers, please see the CSRS and FERS handbook, Chapter 46, pages 12-13.

<https://www.opm.gov/asd/hod/pdf/C046.pdf>.

To compare cost of living data, calculate mortgage scenarios, or gather information on communities and school districts, please visit the website: <http://www.relocationessentials.com/aff/lifecare/tools/salary/col.aspx>

## Other Information

**Background Investigation:** Customs and Border Protection (CBP) is a federal law enforcement agency that requires all applicants to undergo a thorough background investigation prior to employment in order to promote the agency's core values of vigilance, service to country and integrity. During the screening and/or background investigation process, you will be asked questions regarding any felony criminal convictions or current felony charges, the use of illegal drugs (i.e., marijuana, cocaine, heroin, LSD, methamphetamines, ecstasy) and the use of non-prescribed controlled substances including any experimentation, possession, sale, receipt, manufacture, cultivation, production, transfer, shipping, trafficking, or distribution of controlled substances. Entry into this position may require that you successfully pass a polygraph examination. For more information, please see:

[http://www.cbp.gov/xp/cgov/careers/apply/mandatory\\_back\\_invest.xml](http://www.cbp.gov/xp/cgov/careers/apply/mandatory_back_invest.xml).

**Relocation:** A Lump sum payment will be made in lieu of fully funded relocation expenses. Employees relocating will receive the following lump sum amount, depending on their status.

- \$8,950 for non-home owner with no dependents
- \$16,850 for non-home owner with dependents
- \$27,375 for home owner with no dependents
- \$32,275 for home owner with dependents

**Probationary Period:** Current federal employees may be required to serve or complete a probationary period.

Follow U.S. Customs and Border Protection on Twitter [@CustomsBorder](https://twitter.com/CustomsBorder)

To begin your online application, click "**Apply Online**" to create a USAJOBS account and follow the prompts or log in to your existing account. Your application packet must include a completed assessment questionnaire, a resume, and any applicable and/or required supporting documentation. Please see the "Required Documents" section below for additional information. All application materials, including transcripts, must be in English.

We strongly encourage you to apply online. If you cannot apply online, you may fax your resume, assessment questionnaire, and supporting documents to (478) 757-3144. You must print a copy of and document your responses to the assessment questionnaire [View Occupational Questionnaire](http://www.opm.gov/Forms/pdf_fill/OPM1203fx.pdf) using OPM Form 1203-FX

[http://www.opm.gov/Forms/pdf\\_fill/OPM1203fx.pdf](http://www.opm.gov/Forms/pdf_fill/OPM1203fx.pdf), and the official fax cover

sheet: <http://staffing.opm.gov/pdf/usascover.pdf>. Please include job opportunity announcement ID 1108746 and provide

your SSN, name, and address using the exact name you used when you filled out the questionnaire. If you have uploaded documents into your application, you do not need to fax those same documents.

**Applications and supporting documentation will not be accepted by mail or email.** The address below is for inquiries only. You may apply more than once, but the most recent application is the only one that will be used. **You must submit your resume, your online questionnaire, and any supporting documents by 11:59 Eastern Standard Time on Friday, May 16, 2014**

## How You Will Be Evaluated

We will review your resume and supporting documentation to ensure you meet the basic qualification requirements. If you meet the minimum qualifications, your experience, education and training will be rated using an online self-assessment questionnaire that is based on the competencies or knowledge, skills, and abilities listed below. You will receive a score ranging from 70-100 based on your responses. If you are best qualified, you may be referred to the hiring manager for consideration and may be called for an interview. To preview the job questionnaire, see [View Occupational Questionnaire](#).

### **Knowledge, Skills, Abilities and Other Characteristics (KSAOs):**

Candidates who meet the minimum qualification requirements are required to possess certain Knowledge, Skills, Abilities, or Other Characteristics (KSAOs) to successfully perform the functions of this position. Candidates will be asked to demonstrate their attainment of these KSAOs in their resume. The KSAOs are:

- Ability to display high standards of ethical conduct
- Ability to lead by example in specific or sensitive situations where enhanced leadership principles are crucial in resolving problems or issues
- Skill in developing and maintaining a productive, fair and equitable work environment
- Ability to foster commitment, pride, trust and group identity
- Ability to adjust rapidly to new situations

**Agency Career Transition Assistance Program (CTAP) eligibility:** If you have never worked for the federal government, you are not CTAP eligible. Information about CTAP eligibility is on the OPM's Career Transition Resources website at: [http://www.opm.gov/Reduction In Force/employee\\_resources/ctap/Employee-Guideline\\_CTAP.asp#3a](http://www.opm.gov/Reduction%20In%20Force/employee_resources/ctap/Employee-Guideline_CTAP.asp#3a). To be considered well qualified under CTAP, you must be rated at a minimum score of 85 for this position. In addition, you must submit the supporting documents listed in the "Required Documents" section of this announcement.

**Your resume:** A resume describing your job-related qualifications is required and will be used for the purpose of reviewing your qualifications and determining what training, if any, would be required when placed. Your resume must be in English and must include your job titles and a detailed description of your duties and the dates you performed them (MM/YY). Your resume should also contain your full name, address, phone number, email address, and your work schedule and salary. To ensure all your experience is considered, the Office of Border Patrol strongly suggests resumes should describe your experiences and accomplishments, assignment dates, duty locations, and specify whether you have performed duties in investigations, intelligence, or have worked in sector-level or national programs (e.g., horse patrol, BORSTAR, BORTAC, peer support, chaplaincy, canine, etc.), or been assigned to the U.S. Border Patrol Academy, and/or Sector or USBP Headquarters. Include leadership or specialized training and college level courses completed. Resumes should also specify each supervisory position held (clearly listing SBPA, FOS, SOS, WC, DPAIC, PAIC, ACPA, XO, DC, DCPA or CPA). Additionally, include all temporary promotions listing the grade, position, location, and period of time held; temporary details or special assignments held 30 days or more (assignment, location, and period of time); and any prior military or other specialized experience outside of USBP that is relevant to law enforcement work.

**Your responses to the job questionnaire** [View Occupational Questionnaire](#)

**Are you claiming special priority selection rights under the Agency Career Transition Assistance Program (CTAP)?** You must submit a separation notice; SF-50B; a current (or last) performance rating of record of at least fully successful or equivalent; an agency certification that you cannot be placed after injury compensation has been terminated; an OPM

notification that your disability annuity has been terminated; or a Military Department of National Guard Bureau notification that you are retired under 5 U.S.C. 8337(h) or 8456.

***Veterans preference points are not applicable to Merit Promotion announcements.***

You may be asked to provide a copy of your recent performance appraisal and/or incentive awards.

**It is your responsibility to verify that any information entered, uploaded, or faxed is received and is accurate.** Human Resources will not modify or change any part of your application. If a document is not legible, you will not be able to view it in your application and you must again upload or fax it by the closing date.



**Customs & Border Protection**  
U.S. Department of Homeland Security CBP.gov

# Department Of Homeland Security

## Customs and Border Protection

### Contact

CBP Hiring OBP Staffing

Phone: (952)857-2935

Email: CBPHIRING-OBPSTAFFING@CBP.DHS.GOV

### Address

Customs and Border Protection

5600 American Blvd

Suite 700

Bloomington

MN

USA

(478)757-3144